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B.1.

EAST AFRICAN RAILWAYS AND HARBOURS

TO ALL GROUP 'B' STAFF

A message from the General Manager:—

The Railway African Unions in Kenya and Uganda have stated that they are calling their members out on strike on the 5th November, 1964. This strike will be unconstitutional because it contravenes the Industrial Relations Machinery Agreement. Many of you in supervisory positions will be anxious to know to whom you should be loyal. You should be loyal to East Africa and the E.A.R. & H. which serves the public. All Group 'B' staff are expected to show a high degree of responsibility and loyalty. They are not expected to strike. If they do their suitability as supervisors and managerial staff is doubtful.

I should be very sorry indeed to see any of my Group 'B' staff on strike because a major stoppage of the Railways and Harbours services would have very serious adverse effects on all East African people. Many essential commodities would be cut off and many other industries and the workers in them would be gravely affected. Stocks of essential goods in the shops would run down. Passenger services would cease. All this will have a calamitous effect on our reputation both here and abroad.

A very fair offer has been made to increase the wages of the Group 'C' staff but it will not be possible to effect any improvement in Group 'B' salaries which already compare favourably with those of the Kenya and Tanganyika Government Services and also the E.A.C.S.O. and the Posts and Telecommunications Administration. The position will not be improved by a strike and I appeal to you to continue to do your utmost to ensure that our essential services to the public are maintained.

E. N. GAKUO,
General Manager.

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EAST AFRICAN RAILWAYS AND HARBOURS

TO ALL STAFF

A message from the General Manager

The Railway African Union in Kenya has stated that it is calling its members out on strike at midnight 4th/5th March, 1965. Neither the National Union of Tanzania Workers nor the Railway African Union in Uganda is doing so. This strike will be unconstitutional because it contravenes the Industrial Relations Machinery Memorandum in that the full negotiating machinery as laid down has not been fully utilized in respect of the matters alleged to be in dispute.

These matters are:—

1. **That the Group "B" salary scales should revert to the Flemming Salary Scale.** As you know this matter was referred to a Board of Inquiry that sat in December last The Board gave a full hearing to the written and oral submissions of the Unions and Management but concluded that it could not recommend any changes in the present Group "B" salaries. If the Union, on behalf of its members, is unable to accept this recommendation it should continue with the claim through constitutional means.

2. **That the minimum wage be increased to Shs. 250/- per month.** The claim in respect of the minimum wage was settled last November when substantial increases were granted to the Group "C" staff. The Union has submitted no further claim to Management in this respect and therefore it is totally wrong and unconstitutional to declare an intention to strike on this issue.

3. **That management has arbitrarily transferred Union officials.** Management has the right to transfer its staff at any time but naturally takes account of any special circumstances relating to the individuals concerned. In this case the employees, who were Union Officials, were people who had disobeyed the instructions of the Union that there should be no strike last November. These officials at Mombasa and Kisumu, acted contrary to the instructions of the Union leaders and proceeded to call out on strike staff in Mombasa and Kisumu. In being transferred they have not been victimised because they were acting contrary to the Union's instructions. Management considered it absolutely necessary that they should be transferred to other places of work and this has been done.

4. **That "colonial minded" Europeans and Africans should be replaced.** Here the Unions are referring to the staff (be it noted Africans as well as Europeans) who are carrying out their duties in a loyal and proper manner and because of this are unpopular with the Union leaders. No reference regarding this has been made to the Industrial Relations Machinery either.

You will observe that in no case has the Industrial Relations Machinery been used. I would assure you, however, that when the notice to strike has been withdrawn I am prepared to discuss the matters with the Unions. I shall certainly not do this under any duress and during any strike.

I am sure that you will understand from what has been said above that to strike at this stage would be entirely wrong. I would remind you also that a major stoppage of the railways and harbours service would have very serious adverse effects on all Kenya people and also on people in Uganda who, you can be sure, will be extremely annoyed if industrial action in Kenya deprives them of essential commodities. Many other industries and workers will be gravely affected. Stocks of essential goods in the sheds would run down. Passenger services would cease. All this would have a calamitous effect on our reputation both here and abroad.

As I have previously told you, your colleagues in Tanzania and Uganda will not strike and have stated so. I trust that you will follow their example and refrain from obeying the call of Union leaders to act in a manner which will be so damaging to you and to all whom you serve.

To those who will not strike I would say proceed to your place of work or, if through intimidation it would be clearly unwise for you to do so, report to duty at some other E.A.R. & H. office. Every effort will be made to offer you protection.

E. N. GAKUO
General Manager

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C.2.

EAST AFRICAN RAILWAYS AND HARBOURS

KWA WAFANYI KAZI WOTE KATIKA GROUP 'C'

Habari kutoka kwa Dokta Gakuo, General Manager.

Nataka kuwapa onyo langu juu ya mgomo ambao unaitwa na Vyama Vya R.A.U. kuanzia tarehe 5 November, 1964.

Mgomo utakuwa si wa halali kwa sababu haukuitwa kama inavyotakiwa na Mkataba wa Mapatano. Kwa hivyo mtu ye yote atakayewacha kazi atafanya hivyo bila ruhusa na huenda akapoteza kazi yake.

Lakini kwa nini uwache kazi na upoteze pesa? Shilingi Milioni Tano (5,000,000) zinawekwa tayari kuongeza mishahara yenu. Hii itawapa wengi wenu nyongezakubwa. Hakuna zaidi zinazoweza utolewa. Kugoma hatuwezi kuengeza ukubwa wa pesa hizi. Kama ukigoma ambacho utafanya ni kukaa bila mshahara kwa wakati wote utakaokuwa umegoma na unaweza kupoteza kazi yako.

Kwa hivyo nakuuliza mwe muaminifu kwa E.A.R. & H. na kwa waafrika wetu wote ambao unawatumikia kwa kazi yako kila siku.

Chukua onyo langu na usiwache kufanya kazi.

E. NJUGUNA GAKUO,
General Manager.

Tarehe 3 November, 1964.

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EAST AFRICAN RAILWAYS AND HARBOURS

Waraka wa General Manager

KWA WANA-RELWE WOTE

Chama cha Railway African Union, Kenya, kimetamka kwamba kinawaomba wanachama wake kufanya mgomo toka saa sita usiku tarehe 4 kwamkia tarehe 5 Marchi, 1965. Chama cha National Union Tanzania na Chama cha Railway African Union, Uganda, havimo katika mpango huu. Mgomo huu hautakuwa wa halali kwa sababu unavunja mpango wa hati ya Halmashauri ya Uhusiano wa Uendeshaji Kazi (Industrial Relations Machinery) maana mambo ambayo yasemekana yameleta mgogoro hayakufikishwa kujadiliwa kikamilifu kama inavyotakiwa kwa kufuata kanuni zilizowekwa kuhusu mambo yaletayo migogoro.

Mambo yenyewe ndiyo haya:—

1. **Vipimo vya mshahara kwa Group "B" virudie mpango wa Fleming.** Kama ujuavyo jambo hili lilifikishwa mbele ya Halmashauri mwezi Desemba mwaka jana. Halmashauri ilichunguza kwa kamili maoni yaliyoandikwa na yaliyotamkwa kwa mdomo toka kwa Vyama na kwa Wakuu wa Relwe lakini ikaamua kwamba ilishindwa kushauri mabadiliko yoyote kuhusu mishahara kwa Group "B". Kama "Union", badala ya wanachama wake, haikubaliani na pendekezo hili, ingelifaa "Union" iendelee na dai lake kwa kufuata mipango ya halali.

2. **Kwamba mshahara wa chini uongezwe mpaka Shs. 250/- kwa mwezi.** Dai kuhusu mshahara wa chini lilirekebishwa mwezi Novemba, 1964, ambapo nyongeza muhimu zilitolewa kwa wafanyi kazi wa Group "C". "Union" haijatoa dai lingine kwa wakuu wa Relwe kuhusu jambo hili na kwa hiyo ni ukosefu sana na si halali kutangaza nia ya kufanya mgomo kutokana na jambo hili.

3. **Kwamba Wakuu wa Relwe wamebadilisha Maafisa wa "Union" bila sababu ya maana.** Wakuu wa Relwe wanayo haki ya kubadilisha wafanyi kazi wakati wowote ingawa kama ilivyo kawaida kabla ya kufanya hivyo hufikiria mambo yahusuyo watu wenye kuhusika. Kutokana na jambo hili, Ma-afisa hao wa "Union" walikuwa watu ambao waliokuwa wamekataa kutii amri ya "Union" kwamba usiwepo mgomo mwezi Novemba, 1964. Ma-afisa hawa wakiwa Mombasa na Kisumu, walitenda kinyume cha amri za viongozi wa Union nao wakaendelea kuwaambia watu huko Mombasa na Kisumu kugoma. Katika kule kubadilishwa hawakuwa kamwe wameonewa kwa kuwa walikuwa wakitenda mambo kinyume cha amri za Union. Relwe, yamkini, ilifikiria kama jambo la lazima kabisa kwamba ni heri watu hawa wabadilishwe mahali pengine na jambo hili sasa limefanyika.

4. **Kuwa Wazungu na Waafrika wenye "fikira za Kikoloni" waondolewe.** Kwa jambo hili bila shaka "Union" inawataja wafanyi kazi (ingawa ni Waafrika ama Wazungu) wanaofanya kazi zao kwa uaminifu na sawa sawa na kwa ajili hii hawapendwi na viongozi wa Union. Jambo hili halikuletwa mbele ya Halmashauri ya Upatanishi (Industrial Relations Machinery).

Itaonekana kwamba hata jambo moja la matatizo haya halikuletwa mbele ya Halmashauri hiyo ya Upatanishi. Nawahakikisheni kwamba, iwapo ile notisi ya kugoma itaondolewa niko tayari kabisa kujadiliana mambo haya yote na Union. Walakini sitafanya hivyo kwa kushurutishwa na wala wakati mgomo wowote ukiwepo.

Nina hakika kwamba mtafahamu kutokana na yaliyotamkwa hapo kwamba kugoma kwa wakati huu kutakuwa si haki. Kadhalika nitawakumbusheni kwamba mgomo wa watu wote katika kazi za Relwe na Mabandari, ungelileta matokeo mabaya sana kwa watu wote wa Kenya na pia kwa watu wa Uganda ambao, uwe na hakika, wataghadhibika sana kama kitendo hiki nchini Kenya kingewanyang'anya vifaa vyao vya lazima. Bila shaka viwanda vingine vingi na wafanyi kazi wengine watahusika vibaya zaidi. Hapatakuwapo na bidhaa nyingi za lazima katika mastoo yetu. Magari ya kubeba abiria yatasimama. Na mambo haya yote yatakuwa na matokeo ya uharibifu mkubwa mno juu ya sifa yetu kokote—hapa hata ng'ambo.

Kama nilivyokwisha waeleza kitambo, wenzenu nchini Tanzania na Uganda hawatagoma nao wamesema hivyo. Nasadiki kwamba nanyi pia mtafuata mfano wao na kuacha kabisa kutii mwito wa viongozi wa Union kutenda kitendo chenye uharibifu kwenu wenywe na kwa watu wote mnaowatumikia.

Kwa nyinyi ambao hamtagoma ningewashauri nendeni mahali pa kazi zenu, lakini mkiona haitakuwa busara kufanya hivyo kwa sababu ya vitisho, basi nendeni kupiga ripoti katika afisi za Relwe mahali pengine. Kila jambo litafanywa kuwalindeni.

E. N. GAKUO
General Manager

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EAST AFRICAN RAILWAYS AND HARBOURS

General Manager's Office,
P.O. Box 30121,
NAIROBI.

MESSAGE FROM THE GENERAL MANAGER

To those of my staff who did not answer the call of the Railway African Union, Kenya, to join the unconstitutional strike that began on Friday, March 5th, and to those of you who have subsequently returned to work I say - THANK YOU.

I know that yours was no easy decision to make. By your action you have shown a sense of responsibility and a recognition of the needs of your country which deserves the highest praise.

I wish you to know how far the strike has been effective, what steps we have been able to take to keep our services to the public going and what we are doing to bring the strike to an end.

There has been no strike in Uganda and Tanganyika and services there are operating normally. In Kenya no trains were run on the first day of the strike but since then some trains have run over the main line carrying petrol, oils and other essential traffics in the up direction and empty tank wagons and a small tonnage of exports in the down direction. It is hoped to improve on this as more staff return to duty.

Staff at the Nairobi Goods Depot have so far delivered hundreds of tons of traffic and they are continuing at work. At many other smaller stations there are staff on duty.

The Ministry of Labour has decided to set up a Board of Inquiry to consider the Union's alleged grounds for the dispute and the adequacy of the existing Industrial Relations Machinery. I have already advised the Ministry that I have no objection to this and am prepared to submit my views to it as soon as the strike is called off. Therefore, the sooner

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those who have been persuaded by the Union to join the strike return to duty the sooner will the Inquiry begin. There will be no consideration of the Union's demands until the strike is over.

Continue at work, and welcome back without recrimination those of your fellow workers who have been persuaded or intimidated into joining the strike. Work together with me in the spirit of Harambee. In this way you will best serve East Africa and your fellow citizens. The Police are doing everything possible to make sure that those at work are not interfered with and that the wives and children of non-strikers are not intimidated. Keep up the good work. We are employing no strike-breakers: it is the staff alone of the E.A.R. & H. who will see that the Railway keeps running.

E.NJUGUNA GAKUO
GENERAL MANAGER

8th March, 1965

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EAST AFRICAN RAILWAYS AND HARBOURS

General Manager's Office,
NAIROBI.

10th March, 1965

AGREEMENT ON STRIKE

At a meeting held between officials of the Kenya Federation of Labour, the Railway African Union and the Railway Management and the Ministers for Labour and Social Services; Works, Communications and Power and Economic Planning and Development to discuss the matter of the strike by railway workers in Kenya, it was decided:-

1. That the Union calls off the strike.
2. That the Railway African Union and East African Railways and Harbours agree to refer the dispute to the Industrial Court forthwith.
3. That there will be no victimisation of any worker for having taken part in the strike or having continued to work during the strike.
4. That industrial relations including the check-off system now prevailing in the Railways still continue as before the strike.

Sgd.E.N. Mwendwa	Sgd.W.Ottenyo	Sgd. C. Lubembe	Sgd.A.H. Earle
For GOVERNMENT	For RAILWAY AFRICAN UNION	For KENYA FEDERATION OF LABOUR	For EAST AFRICAN RAILWAYS AND HARBOURS.
8th March 1965	8th March 1965	8th March 1965	8th March 1965

Time

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EAST AFRICAN RAILWAYS AND HARBOURS

MAPATANO JUU YA MGOMO

KWENYE mkutano uliofanywa kati ya Maafisa wa Kenya Federation of Labour, Railway African Union na Wakuu wa Relwe pamoja na Mawaziri wa Leba, Uchukuzi na Uchumi ili kujadili mambo ya mgomo wa Wana-Relwe nchini Kenya, ilikubaliwa:-

1. Kwamba Union ikomeshe mgomo.
2. Kwamba Railway African Union na Wakuu wa Relwe wakubali kupeleka matatizo katika Korti ya Kazi za Viwandani mara moja.
3. Kwamba hapatakuwepo kuonewa kwa mfanyi kazi ye yote kwa ajili ya kushiriki katika mgomo ama kwa sababu yeye aliendelea kufanya kazi wakati wa mgomo.
4. Kwamba uhusiano mwema viwandani pamoja na kule kukatwa ada za chama kunakofanywa kwa wakati huu katika Relwe kutaendelea kama ilivyokuwa kabla ya mgomo.

Imetiliwa sahihi:

Kwa niaba ya Serikali	Kwa niaba ya Railway African Union	Kwa niaba ya Federation of Labour	Kwa niaba ya East African Railways and Harbours
E.N. Mwendwa	W.N. Ottenyo	C. Lubembe	A.H. Earley

8th March, 1965.

EAR&H: Messages from the General Manager to All Groups 'B' Staff. 1964-1965. TS Papers of African Trade Unions: East African Railways and Harbours (EAR&H) Box 1 B1. Nuffield College Library, Oxford University. Decolonization: Politics and Independence in Former Colonial and Commonwealth Territories, link.gale.com/apps/doc/ACUSIH045204613/DPIT?u=webdemo&sid=bookmark-DPIT&xid=43b3223d&pg=1. Accessed 4 Dec. 2022.